



Career Program(CP)-12 Industrial Hygiene Merger

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CP-12 Vision Statement

➡ To meet the Army's Force Protection Requirements, Enhance Mission Accomplishment, and Comply with statutory requirements ...

- Safety and IH share this mission
- Merger will increase resources and enhance information sharing

CP-12 Vision

⇒ ...by acquiring, training, developing, referring, and sustaining, highly qualified Army Safety and Occupational Health Professionals

- Need to fill vacant Safety and Occupational Health positions
- Cross training/development of all careerists

State of the Organization

➡ Currently:

- Distinctly separated functions
- Specialized Expertise
- Need better communication at all levels to assume mutually supportive roles
- Need cross-training for better understanding and expanded opportunities

Goals

⇒ Immediate

- Establish MOU between TSG and CP-12 Functional Chief
- Identify common KSAs
 - Safety Specialists/Managers
 - Safety Engineers
 - Health Physicists
 - Industrial Hygienists

Goals

⇒ Short-term

- Consolidate SAFETEDS / IH ACTEDS
- New! SOHTEDS
- Broaden scope of CP-12 Intern Training Program
 - Modify “core” intern training
 - Establish Industrial Hygiene Track

Goals

⇒ Long-term

- Flexible Safety and Occupational Health Professionals conversant in both disciplines
- Senior level positions open to all CP-12 careerists

Plans of Action

- ⇒ Modify Career Program Planning Board (CPPB)
 - Dual Functional Chief Representatives
 - Representatives from all MACOMS
 - Representatives from all disciplines

Plans of Action

- ➡ Establish multi-disciplinary working group
 - Address KSAs
 - Consolidate SAFETEDS / ACTEDS
 - Finalize DA Pam XXX-X, Career Program - 12 Career Management,
 - Update CP-12 section of AR 690-950

Plans of Action

➔ Recruitment and Retention

- Integrate Safety and Occupational Health training

- Initial broad-based KSA training
- Track to specialty training

- Partner w/Universities

- source of interns
- Resource for continuing careerist training

Plans of Action

- Identify inter-disciplinary positions for SOH
 - Senior Management Positions in Various MACOMS
 - Can be filled by careerists from all CP-12 disciplines

Intern Program

⇒ Six FY03 Interns on site

- CHPPM
- TACOM-Warren, MI
- CCAD
- Ft Sam Houston
- CoE-Vicksburg, MS
- CoE-Seattle, WA

Intern Program

➡ Additional FY03 Interns

- CoE-Portland, OR
- CoE-Honolulu, HI
- CoE-Camp Zama, Japan
- Ft Bragg, NC
- Letterkenny AD, PA

Intern Program Upcoming Challenges

- ⇒ Define FY04 Needs
- ⇒ Update Curriculum for IH
- ⇒ Hire a CHPPM Intern Program Coordinator

Summary

➡ Benefits

- Larger network
- More diversely trained professionals
- Expanded career opportunities

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